



Adel H. Salih Almafrachi, MBA, Ph.D.

Professor of Business Administration

Chair, Management Department

Ahmed Bin Mohamed College

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**PERSONAL
PROFILE**

Nationality: Iraqi

Marital Status: Married

EDUCATION

- **Ph.D.**, Business Administration, 1985, University of Wales, Institute of Science and Technology (UWIST), UK.

Dissertation Title: A Structural Analysis of The Factors Affecting Voluntary Turnover in Iraqi Manufacturing Company.

Advisor: Professor Roger Mansfield.

Major: Business Administration

Minor fields: Human Resources Management, International Business Management.

- **MBA**, Business Administration, 1979, University of Baghdad, Iraq.

Thesis Title: Employing Especial Groups of Employees By Using Job Reengineering Approach: An Empirical Study in Iraqi Manufacturing Companies.

Advisor: Professor Amir Khothar Al-Kubaysi.

Major: Business Administration

Minor : Human Resources Management

- **B. Sc.:** Business Administration and Accounting, 1976, University of Baghdad.

**CERTIFICATION
& TRAINING**

PROGRAMS	Training Program Name	Institution	Country	Year
	1. On Line teaching	Ahmed Bin Moh. College	Doha/Qatar	2020
	2. Effective Communication Skills	Ahmed Bin Moh. College	Doha/Qatar	2019
	3. E-learning's strategies	Qatar University	Doha/Qatar	2006
	4. Strategy implementation	Qatar University	Doha/Qatar	2006
	5. Faculty Performance Appraisal System	Qatar University	Doha/Qatar	2005
	6. Effective Communication Skills	Qatar University	Doha/Qatar	2005
	7. Course Syllabus File Program	Qatar University	Doha/Qatar	2004
	8. Peer Review Program	Qatar University	Doha/Qatar	2004
	9. Managing Arab Universities	Union of Arab Universities	Sana'a/ Yemen	1997
	10. Basic Principles and Advance computer skills.	Baghdad University	Baghdad/ Iraq	1997
	11. Statistical Analysis using SPSS.	Baghdad University	Baghdad/ Iraq	1996
	12. Educational Teaching	Baghdad University	Baghdad/ Iraq	1994
	13. Microsoft Word, Excel, PowerPoint.	Baghdad University	Baghdad/ Iraq	1992
	14. Managing Universities	Bath University	Bath/UK	1988

AWARDS & HONORS	1. Research Award , Silver Medal , " A portable Ad Hoc Sensor Network to Assist Rescuers Team " , Creation, Innovation, Technology, & Research Exposition 2015 , 9 th -10 th March 2015, University Malaysia Pahang, 2015.
	2. Research Award , Silver Medal , " A Novel Database Security System Based on Variable Keys " , Creation, Innovation, Technology, & Research Exposition 2015 , 9 th -10 th March 2015, University Malaysia Pahang, 2015.
	3. Thank You Letter For Formulating The Family Strategy, Supreme

Council for Family Affaires, State of Qatar, 2011.

4. Thank You Letter For Delivering Training Programmes, Qatar Armed Forces, State of Qatar, 2011.
5. Thank You Letter For Scientific Consultancy, Applied Science University, kingdom of Bahrain, 2011.
6. Research Award, Qatar Foundation for Combating Humans Trafficking (QFCHT), State of Qatar, Oct, 2010.
7. Research Award, The International Academy of Business and Public Administration Disciplines (IABPAD). Dallas, Texas, USA, 2006.
8. Distinguished Associate Dean Award, the Academy for Global Business Advancement (AGBA), Kuala Lumpur, Malaysia, January, 2006.
9. Received many awards of excellence and scientific achievement for my contribution to research and consultancy, 1985-2001.
10. Received more than 24 letters of commendation and praise for my contribution to teaching, research and administration, 1985-2001.
11. Ph.D. Scholarship, Ministry of Higher Education and Scientific Research, Baghdad, Iraq, 1979.

**RESEARCH
INTERESTS**

1. Organization Theory & Organizational Behavior
2. Strategic Management
3. International Business Management
4. Labor Turnover
5. Leadership
6. Time Management
7. Total Quality Management
8. Human Resources Information System

**TEACHING
INTERESTS**

Professor Adel has taught numerous courses (in English) at both the undergraduate and the graduate levels. These courses include:

International Business Management	Strategic Management	
Human Resources Management	Organization theory	
Total Quality Management	Organizational Behavior	
Methods of Research	Introduction to Management	

These courses have been taught in several universities including:

- University of Qatar, Qatar.(MBA, Undergraduate level)
- University of Baghdad, Iraq.(Ph.D., MBA, Undergraduate level)
- Ahmed Bin Mohammed college (Undergraduate level)
- Community College Qatar (CCQ)(Undergraduate level)
- University of Aden, Yemen.(MBA, Undergraduate level)
- University of Al- Ahgaf, Yemen. (Undergraduate level)

ACADEMIC EXPERIENCE

- 2007-present, Professor of Business Administration, and Chair, Management Department, Ahmed Bin Mohamed College, State of Qatar.
- 2006-2007, Professor of Business Administration, Management and Marketing Department, College of Business and Economics, University of Qatar.
- 2004-2006, Professor of Business Administration, and Associate Dean for Academic Affaires, College of Business and Economics, University of Qatar,
- 2001-2004, Professor of Business Administration, and Chair, Business Administration Department, College of Business and Economics, University of Qatar.
- 1994-2001, Professor of Business Administration, and Dean, College of Business and Economics, University of Baghdad.
- 1989-1994, Associate Professor of Business Administration, and Associate Dean for Student Affaires, College of Business and Economics, University of Baghdad.
- 1985-1989, Assistant Professor of Business Administration, and Associate Dean for Student Affaires, College of Business and Economics, University of Baghdad.
- 1979-1982, Assistant Lecturer of Business Administration, College of Business and Economics, University of Baghdad.

PUBLICATIONS

PUBLICATIONS (For The Last twenty Years)

1. Books:

- Al-Mafrachi, Adel H.Salih (2022). "Compensation Management in the Public Sector Under Crisis Condition". Alhakera , Baghdad, Iraq.
- Dagher, Munqith. and Al-Mafrachi, Adel H.Salih (2020). "Organization Theory". Alhakera, Baghdad, Iraq.
- Dagher, Munqith. and Al-Mafrachi, Adel H.Salih (2020). "Organizational Behavior". Alhakera, Baghdad, Iraq.
- Al-Mafrachi, Adel H.Salih and Salih A., Ahmed (2007). "Electronic management". *Arab Administration Organization*, Cairo, Egypt.
- Al-Mafrachi, Adel H.Salih and Salih A., Ahmed (2003). "Intellectuals Management". *Arab Administration Organization*, Cairo, Egypt.
- Alsalam, M. and Al-Mafrachi, Adel H.Salih (2002). "Human Resources Management: A Strategic Approach". *Alam Al-Kutub Al-Hadeth*, Irbid, Jordan.

Peer Reviewed Journals:

- Al-Mafrachi, Adel H.Salih , Adbdulkarim M. Bakir , Ali Alradi , Omar Alrawashdeh, (2019), "Identification and Analysis of 'Best-Practice' Leadership Development Programs: Case of Qatar", International Journal of Economics and Business Research (IJEBr) Vol.17,NO. 2, 2019, Feb.
- Khalid Al-Horr, and Salih H. Adel, (2011) " Convergence or Diversity in National Recruitment and Selection Practices: A Case Study of the State of Qatar ", *Journal of Business Diversity*, North American Business Press, Inc.Vol.11, (1), Nov.
- Salih H. Adel, (2010)." Ranking the Future Global Business Knowledge: The Congruence of Academic Rigidity and Market Requirements", *IIMT Business Review*, Vol. 2, No2, July.
- Barhem. Belal, Salih H. Adel, and Yousef. Darwish, (2008), " The Business Curriculum and the Future Employment Market: the Views of UAE Business Leaders", *Education, Business and Society: Contemporary Middle Eastern Issues in 2008 Journal*, USA, Vol. 1, Issue. 2.
- Salih H. Adel and Jolo, Hend, (2007)."Factors influencing voluntary and involuntary labor turnover: Views of managers in Qatari industrial sector", *International Journal of Business and Public Administration (IJBPA)*, USA, Vol. 4, No. 1.

- Salih H., Adel and Jolo, Hend, (2006). "Is unlimited length of service a healthy phenomenon"? World Review of Entrepreneurship, Management and Sustainable Development (WREMSD), USA. Vol.2, No.3.
- Salih H., Adel and Salih A., Ahmed, (2006). "Analysis the relationship between the human resources information system (HRIS) and intellectual capital (IC): Iraqi managers' point of view", Arab Journal of Administration, Cairo, Vol. 26, No. 1.
- Alsalm Moayed and Salih H., Adel, (2005). "TQM application in the Jordanian software companies: A field study", Scientific Journal of Administrative Development, Institute Of Administrative Development, Doha, State of Qatar, Vol.3.
- Salih H., Adel and Salih A., Ahmed, (2004). "The impact of the intellectual capital expenditure on the success of industrial companies: An empirical study on Iraqi industrial companies", Journal of Financial and Commercial studies, College of Commerce, Cairo University, No. 3.
- Salih H., Adel, (2001), "Strategic thoughts patterns for top managers: field study in Iraqi private and mixed companies", Arab Journal of Administration, Cairo, Vol. 21, No. 1.
- Salih, A. H., & Mansfield, R. (1985). Some Factors Influencing Labour Turnover: Personnel Managers' Views in Iraq. Personnel Review, 14(4), 22-28.

1. **Conference Proceedings: (For the Last fifteen Years)**

- Salih H. Adel, and Khalid Al-Horr, " Attracting And Acquiring Talents: An Analytical Study Recruiting and Selection Practice in the State of Qatar ", Proceeding of International Education Conference in, New York, 02-08 August 2015.
- Salih H. Adel, and Khalid Al-Horr, " Convergence or Diversity in National Recruitment and Selection Practices: A Case Study of the State of Qatar ", Proceeding of International Colloquium on Business & Management conference in Bangkok, Thailand, 24-27 January 2011.

- Salih H. Adel," Factors Affecting Human Resources Information System's Failure in Qatari Public Sector", Proceedings of International Business Information Management Conference(9th IBIMA). Marrakech, Morocco.January.4-6, 2008.
- Barhem. Belal, Salih H. Adel, and Yousef. Darwish, "Skills and Competencies for the Next Decade: an Examination of Business Leader's Views in the United Arab Emirates", Proceeding of .June 24-26, 2007.
- Jamal, Ahmed and Salih H., Adel," Fashion Branding: An Empirical Investigation of Consumer Choice Criteria in Qatar" Proceeding of The Academy For Global Business Advancement. Kuala Lumpur, Malaysia, May 21-25, 2007.
- Jamal, Ahmed and Salih H., Adel, "Brand Loyalty in the Mobile Phone Market: The Role of Self-Image Congruence and Selected Marketing Mix Elements, paper submitted to the *European Conference on the Association of Consumer research*, Milan, Italy, July 10-14,2007.
- Al Rasheed, F. and Salih H. Adel," Examination of The Causes of IT Projects Failure within the Public Sector: State of Qatar", proceeding of The Academy For Global Business Advancement. Kuala Lumpur, Malaysia, May 21-25, 2007.
- Al Rasheed, F. and Salih H. Adel," The Impact of Investments in Network Security on Business Performance", Proceedings of International Business Information Management Conference(7th IBIMA). Brescia, Italy.Dec.14-16.2006.
- Salih H., Adel and Jolo, Hend, "Is Staying Long In top Management Position a healthy Phenomenon"?, Proceedings of The International Academy of Business and Public Administration Disciplines. Orlando, Florida ,USA, Jan 3-6,.2006.
- Najdaw K., Mohammad and Salih H., Adel, "Skills And Competencies For Next Decade: Views Of Business Leaders". Proceedings of The Academy For Global Business Advancement. Kuala Lumpur, Malaysia, Jan 4-6, 2006.
- Salih H., Adel and Jolo, Hend, "Factors Influencing Voluntary And Involuntary Labor Turnover: Views Of Managers In Qatari Industrial Sector". Proceeding of The International Academy of Business and Public Administration Disciplines. Dallas, Texas, USA, April 20-23, 2006.
- Jamal, Ahmed and Salih H., Adel, "Consumption of Fashion Brand: An Investigation of Consumer Buying Behavior in the Middle East". Proceeding of European Institute of Retailing and Services Studies,

Orlando, Florida ,USA, July 21-24, 2005.

- Prasad N., Jyoti and Salih H., Adel, "Determinants of Organizational Commitment for Senior Expatriate Managers: findings from the Middle East", Proceeding of Allied Academies International Conference, Tunica Mississippi, USA, October, 2003.
- Prasad N., Jyoti and Salih H., Adel "A study of Factors Affecting Voluntary and Involuntary Labor Turnover: Findings from the state of Qatar", Proceeding of Allied Academies International Conference, Tunica Mississippi, USA, April 9-12, 2003.
- Salih H., Adel Organizational strategies for Arab business organizations, Proceedings of The Arab Business Organizations, International Meeting, Farahat Abbas University, Algeria, October 7-8, 2001.

Current Research:

- With Jamal, Ahmed, "Factors Affecting Attribute Importance Judgments in consumers' Choices of Fashion Brands (clothing) " .
- With Jamal, Ahmed "Investigating the Impact of Self Image Congruence and Perceived Marketing Efforts on Brand Loyalty" .
- With Konig, Cornelius "Meeting and other time wasters: a cross-culture study in Qatar and Switzerland".

CONFERENCES & PRESENTATIONS

Seminars:

- Institution Performance Standards and Quality Control, Qatar Armed Forces, State of Qatar, Jun. 2015.
- Time Management, Qatar Armed Forces, State of Qatar, Oct. 2010.
- Change Management, Qatar Armed Forces, State of Qatar, Sep. 2010.
- Intellectual Management, Institute of Administrative Development, State of Qatar, December 24, 2003.
- The Correlation between Some Factors and Labor Turnover: Manager's Views in Qatar, College of Business and Economics, University of Qatar, January 7th 2002.
- Chair, reporter, and speaker for a number of seminars in Business Administration and related fields, Iraq, 1985-2001.

Monograph:

- Participation in study of ‘ the negative use of the net by the youth in state of Qatar and its negative consequences’, Qatar Foundation for Combating Humans Trafficking (QFCHT), State of Qatar, 2013.
- Senior Management Development Program, General Secretariat for Development Planning, State of Qatar, 2008.
- Managing Human Resources in the Middle-East, Part of Global HRM Series Initiated by Randall Sparrow, Susan Jackson and Michael Poole, Routledge Publishers (Spring/Summer 2005).
- Evaluating the Qatari Training Strategies. Supreme Education Council, State of Qatar, March 2004.
- Toward Creating Recruiting Office in Qatar University as a Way to Enhance The Qatarization Policy, Economics and Commerce Ministry, State of Qatar, Jun 2004.
- The limited and Unlimited length of Service of The Top Managers in Arab Business Organizations, Arab Administration Organization, Cairo, Egypt, Akbar al-Edara, No. 34, 2001.
- Time management: The concept and its importance, The Commercial Journal, Yemen, Vol. 12, No.5, 1997.
- Labor turnover: The concept and the causes, Economist Journal, Iraq, Vol. 14, No.4, 1983.

COMMUNITY SERVICES

- Reviewing the Human Resources Management Academic Plan, Lusail University, State of Qatar, Dec. 2021.
- Restructuring the Organizational Structure of the Ahmed Bin Mohammed Military College, Qatar Armed Forces, State of Qatar, 2020.
- Participation in study of ‘strategy formulation for Defense Ministry, Strategic Studies Centre, Qatar Armed Forces, State of Qatar, 2017.
- Participation in study of ‘Non-Oil Exports Strategy’, Gulf organization for Industrial Consulting (GOIC), State of Qatar, 2015.
- Participation in study of ‘the negative use of the Net by the youth in Qatar and its negative consequences’, Qatar Foundation for Combating Humans Trafficking (QFCHT), State of Qatar, 2014.
- Reviewing The Master Degree Programmes, Applied Science University, Kingdom of Bahrain, 2011.

- Developing the Organizational Structure of the Administrative Development Centre, Qatar Armed Forces, State of Qatar, 2011.
- Restructuring the Organizational Structure of the Training Department, Ahmed Bin Mohammed Military College, State of Qatar, 2011.
- Participation in Restructuring Committee, to Develop The Organizational Structure of The Ministry of Culture, Arts, and Heritage, State of Qatar, 2009 - 2010.
- Participation in House Workers in Qatar Program, Qatar Foundation for Combating Humans Trafficking (QFCHT), State of Qatar, 2009.
- Participation in Senior Management Development Program, General Secretariat for Development Planning, State of Qatar, 2008.
- Family strategy formulation, senior expert, Supreme Council for Family Affaires, State of Qatar, 2007.
- Participation in Planning Council's Committees to Develop Labor Market Strategy for the State of Qatar, October, 2005.
- Training strategy formulation, senior expert, Supreme Education Council, State of Qatar, 2004.
- Adviser at the Planning Ministry, Baghdad, Iraq, 1998-2001.
- Adviser and consultant at Al-Ahgaf University, Yemen, 1998-2000.
- Adviser and consultant at Aden University, Yemen, 1996-1998.

MEMBERSHIPS

- Member of International Advisory Board, IIMT Business Review, 2009-
- Member of Program Committee, 12th IBIMA International Conference, Kuala Lumpur, Malaysia, 29 – 30 June 2009.
- Chair of Academic Committee, Ahmed Bin Mohamed College, State of Qatar, 2009-
- Chair of Seminars and Workshops Committee, Qatar University, State of Qatar, 2006-2007.
- Member of Business and Public Relations Committee, Qatar

University, State of Qatar, 2006-2007.

- Member of Computer and Website Committee, Qatar University, State of Qatar, 2006-2007.
 - Co-Editor of the Studies in Business and Economics, Qatar University, State of Qatar, 2005-2006.
 - Member of Research and Publications Committee, Qatar University, State of Qatar, 2005-2006.
 - Member of Academic Handbook Committee, Qatar University, State of Qatar, 2005.
 - Member of Academic Plan Committee, Military College, State of Qatar, 2004.
 - Chair of Professional Day Committee, College of Administrative Sciences and Economics, Qatar University, 2004.
 - Chair of External Affairs Committee, College of Administrative Sciences and Economics, Qatar University, 2004.
 - Member of Nomination of Distinguished Researchers' Award Committee, Qatar University, 2004.
 - Chair of Strategic Planning Committee, college of Administrative Sciences and Economics, Qatar University, 2001.
 - Member of Accountants Society, Baghdad, Iraq, 1985-.
 - Member of Economists Society, Baghdad, Iraq, 1985-.
 - Member and lecture, Division of Continuing Education, University of Baghdad, 1985-2001.
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**PROFESSIONAL
PRACTICE:**

- Organizing and participating in the Workshop of National Committee for Qualification and Academic Accreditation, hosted by Ahmed bin Mohammed Military College. 21th Nov, 2023.
- Senior Committee Member, Eighth Edition Of international Symposium of Military Academies (ISOMA 2023), hosted by Ahmed bin Mohammed military college.
- Evaluation of research paper entitled, “The impact of applying the International Standard for Training Quality (ISO10015) on organizational innovation by applying it to the administrative and financial affairs sector in the Ministry of Information in the State of Kuwait” submitted for Journal of The Gulf and Arabian Peninsula Studies, Academic Publication Council, Kuwait University, August, 2023.
- Evaluation of research papers for academic promotion, assistant professor to associate professor, Al-Zaytoonah University, Amman, Jordan, Jan. 2022.
- Evaluation of research paper entitled, “The effect of service recovery experience on patients’ switching intentions and positive word of mouth: The mediation effect of patient commitment in private hospitals in Kuwait” submitted for Journal of The Gulf and Arabian Peninsula Studies, Academic Publication Council, Kuwait University, August, 2021.
- Evaluation of research paper entitled, “Board Attributes and Strategic Involvement in Decision-Making: Evidence from the State of Kuwait” submitted for Journal of The Gulf and Arabian Peninsula Studies, Academic Publication Council, Kuwait University, August, 2021.
- Evaluation of research paper entitled, “The effects of workplace diversity on job performance: Evidence from educational institutions in the state of Kuwait” submitted for Journal of The Gulf and Arabian Peninsula Studies, Academic Publication Council, Kuwait University, August, 2021.
- Evaluation of research paper entitled, “The Role of Knowledge Management Processes in reducing Strategic Drift within the framework of Knowledge Leverage Strategies An analytical study of the opinions of a sample of academic leaders at the University of Kirkuk” submitted for International Journal of Management and Enterprise Development (IJMED), April, 2021.
- Evaluation of research paper entitled, “Dominate role of organizational culture and talent management on employee satisfaction and commitment in Kuwaiti organizations” submitted for Journal of The Gulf and Arabian Peninsula Studies, Academic Publication Council,

Kuwait University, April, 2021.

- Evaluation of research paper entitled "Understanding how health and safety precautions impact customer trust and commitment of parents and non-parents during the COVID-19 pandemic: Evidence from co-operative societies in Kuwait", submitted for Journal of The Gulf and Arabian Peninsula Studies, Academic Publication Council, Kuwait University, March, 2021.
- Evaluation of research paper entitled "Assessing the sustainability of textile product in Northern Ireland: A study on cotton Tee-shirt supply chain", submitted for Journal 'Scientific research Publishing', Feb. 2021.
- Evaluation of research paper entitled "Attitudes of Kuwaitis female teachers towards the workplace friendships", submitted for Journal of The Gulf and Arabian Peninsula Studies, Academic Publication Council, Kuwait University, Feb. 2021.
- Evaluation of research papers for academic promotion, assistant professor to associate professor, Doha Institute for Graduate Studies, Doha, Qatar, Jan. 2021.
- Evaluation of research paper entitled "Exploring Teaching Assistants' Employment in Higher Education: A Case of Qatar University", submitted for APMAA Doha 2019 special issue of Asia-Pacific Management Accounting Journal, Qatar University, 2019.
- Evaluation of research papers for academic promotion, associate professor to professorship, Middle East University, Amman, Jordan, Feb. 2018.
- Evaluation of research papers for academic promotion, associate professor to professorship, AL al-BAYT University, Amman, Jordan, December. 2017.
- Evaluation of research papers for academic promotion, assistant professor to associate professor, Applied Science Private University, Amman, Jordan, March. 2016.
- Evaluation of research papers for academic promotion, associate professor to professorship, King Abdulaziz University, Saudi Arabia, December. 2015.
- Evaluation of research paper entitled "Exploring the Long-Run and Short-Run Elasticities between FDI Inflow and Its Determinants in Jordan", submitted for the Int. J. of Business and Globalisation (IJBG), Nov. 2015.
- Implementation of Training Course in Crisis Management, IFIA, Istanbul, Turkey, 2015.
- Implementation of Training Course in Time Management, IFIA, Istanbul, Turkey, 2015.
- Evaluation of research papers for academic promotion, assistant professor to associate professor, Al-Ahliyya Amman University, Amman, Jordan, August. 2015.
- Participation in Grant Research, Pahang University, Malaysia, 2015.
- Evaluation of research papers for academic promotion, assistant professor to associate professor, Middle East University (MEU),

- Amman, Jordan, Jan. 2015
- Evaluation of research papers for academic promotion, assistant professor to associate professor, Applied Science Private University, Amman, Jordan, May. 2014.
 - Evaluation of research papers for academic promotion, assistant professor to associate professor, Applied Science Private University, Amman, Jordan, May. 2014.
 - Evaluation of research papers for academic promotion, assistant professor to associate professor, King Abdulaziz University, Saudi Arabia, December. 2013.
 - Evaluation of research papers for academic promotion, assistant professor to associate professor, Applied Science Private University, Amman, Jordan, Oct., 2013.
 - Evaluation of research papers for academic promotion, assistant professor to associate professor, Middle East University, Amman, Jordan, Oct., 2013.
 - Evaluation of research proposal entitled” Impact of Leadership Styles on Employee’s Performance: An Empirical Study from Saudi Arabia”, submitted by. Mourad Mansour, Scientific Research, King Fahd University of Petroleum & Minerals (KFUPM), Saudi Arabia, March. 2013.
 - Evaluation of research papers for academic promotion, associate professor to professorship, Applied Science Private University, Amman, Jordan, November, 2012.
 - Evaluation of research paper entitled” The Impact of the Financial Crisis on Developing Countries : Evidence from Sudan”, Gezira University, Sudan, July, 2012
 - Evaluation of research proposal entitled” Adjustment of foreign faculty in Saudi Arabian Universities – The role of Self – Initiated expatriate specific HRM practices”, submitted by Muhammad Jameel Qazi, Scientific Research, King Fahd University of Petroleum & Minerals (KFUPM), Saudi Arabia, April. 2012.
 - Evaluation of research papers for academic promotion, assistant professor to associate professor, King Saud University, Kingdom of Saudi Arabia, Jan. 2012.
 - Evaluation of research papers for academic promotion, assistant professor to associate professor, Applied Science Private University, Amman, Jordan, May. 2011.
 - Implementation of Training Course in Job Stress, Qatar Armed Forces, State of Qatar, April.2011.
 - Implementation of Training Course in Job Stress and Change

Management, Ahmed Bin Mohamed College, State of Qatar, April.2011.

- Evaluation of research proposal entitled” Perception of Mobile Phone Usage among Young Saudi Adult”, submitted by Robert A. Opoku, Scientific Research, King Fahd University of Petroleum & Minerals (KFUPM), Saudi Arabia, March. 2011.
- Evaluation of research papers for academic promotion, associate professor to professorship, Aden University, Republic of Yemen, February, 2011.
- Evaluation of research paper entitled” The International financial crisis: Trends Emulating the Islamic financial system”, Gezira University, Sudan, February, 2011.
- Evaluation of research proposal entitled” Relationships of the self-directed expatriates with home and host country – a Study of Academics in Saudi Arabia”, submitted by Muhammad Jameel Qazi, Scientific Research, King Fahd University of Petroleum & Minerals (KFUPM), Saudi Arabia, May. 2010.
- Implementation of Training Course in Crisis Management, Ahmed Bin Mohamed College, State of Qatar, 2009-2010.
- Implementation of Training Course in Crisis Management, Security and Intelligent School, State of Qatar, March 16, 2009.
- Evaluation of research proposal entitled” Consumer Buying Decision-Making Process: A Cross- Cultural Study”, submitted by Marwan Al Qur'an and Abdallah M Elamin, Scientific Research, King Fahd University of Petroleum & Minerals (KFUPM), Saudi Arabia, Nov. 2009.
- Evaluation of research paper entitled” Do Customers and Employee Assess Service Quality Similar? A Same-Gender Analysis”, Scientific Journal of Administrative Development, Institute of Administrative Development, Doha, State of Qatar, October, 2009.
- Evaluation of research papers for academic promotion, assistant professor to associate professor, King Abdulaziz University, Saudi Arabia, Oct. 2009
- Evaluation of research papers for academic promotion, associate professor to professorship, King Abdulaziz University, Saudi Arabia, August. 2009.
- Evaluation of research papers for academic promotion, assistant professor to associate professor, Yarmouk University, Jordan, 2009.

- Evaluation of research paper entitled” Authority Delegation in Qatari Public Sector”, Scientific Journal of Administrative Development, Institute Of Administrative Development, Doha, State of Qatar, 2009.
- Evaluation of research proposal entitled” Entrepreneurial Strengths and Weaknesses of Engineering Education at KFUPM”, submitted by Mohand Said Oukil and Tahair Ayar, Scientific Research, King Fahd University of Petroleum & Minerals (KFUPM), Saudi Arabia, Dec. 2008.
- Evaluation of research proposal entitled” The Impact of Information Technology (IT) Utilization on Human Resource Management (HRM) Functions: A Case of Saudi Arabia”, submitted by Razali Matzin, Scientific Research, King Fahd University of Petroleum & Minerals (KFUPM), Saudi Arabia, Nov. 2008.
- Reviewing the new material of the International Edition of the International Business by Pustay and Griffin, Wild, Wild and Han, Nov. 2008.
- Chair of Human Resource track at World Association Sustainable Development (WASD), 15th International Conference," Managing Knowledge, Technology and Development in The Era of Information Revolution", Griffith University, Brisbane, Australia, 29th-31st October 2007.
- Evaluation of research papers for academic promotion, associate professor to professorship, Adin University, Yemen, 2007.
- Evaluation of research papers for academic promotion, associate professor to professorship, Yarmouk University, Jordan, 2006.
- Evaluation of research papers for academic promotion, assistant professor to associate professor, Arbid Alahlia University, Jordan, 2006.
- Evaluation of research papers for academic promotion, assistant professor to associate professor, Alhdaida University, Yemen, 2006.
- Evaluation of research paper entitled” The Impact of Management Empowerment Strategy in Enhancing the Organizational Innovation”, Arab Journal of Administration Sciences, Kuwait University, Nov. 2006.
- Chaired a session at Academy for Global Business Advancement (AGBA), Kulala Lumpur, Malaysia, Jan.4-6, 2006.
- Evaluation of research proposal entitled” An Examination of Saudization Policy in The Service Sector: The Replacement of

Foreign workers With Locals in Saudi”, submitted by Muhammad Asad Sad and Obaid S. Al-abdali, Scientific Research, King Fahd University of Petroleum & Minerals (KFUPM), Saudi Arabia, Nov. 2005.

- Evaluation of research papers for academic promotion, assistant professor to associate professor, Mutah University, Jordan, 2004.
- Evaluation of research papers for academic promotion, assistant professor to associate professor, Amman Alhalia University, Jordan, 2003.
- Supervision of 12 Ph.D. students, Baghdad, Basra and Mosul Universities, Iraq, 1985-2001.
- Supervision of 17 MBA students, Baghdad, Basra and Mosul Universities, Iraq, & Gulf University, Bahrain 1985-2009.
- Acted as an internal examiner to 30 Ph.D. and 19 MBA students in the field of Business Administration, Iraq, 1985-2001.
- Acted as an external examiner to 12 Ph.D. and 7 MBA students in the field of Business Administration, Iraq, 1985-2001.
- Head of comprehensive examination committee for Ph.D. students, Baghdad, Basra and Mosul Universities, Iraq, 1985-2001.

TECHNOLOGY SKILLS

- Statistical Analysis using SPSS.
- Microsoft Word, Excel, PowerPoint

LANGUAGES

- English
- Arabic

Academic References:

- Professor Roger Mansfield, University of Wales, Cardiff Business School, Wales, Cardiff, U.K.
- Professor Abdul-Elah al-Kashab, Former President, Baghdad University, Al-Jadriyah, Baghdad, Iraq
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- Associate Professor Khalid Al-Kater, University of Qatar, Business College. Doha, Qatar.
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